

D/Pers

SI- 3198

16 December 1981

STATINTL MEMORANDUM FOR : [REDACTED]
Director of Personnel

STATINTL FROM : [REDACTED]
Chief, Policy and Programs Staff/OP

SUBJECT : Phase II Implementation of the Uniform Guidelines

1. In November 1980 the then DDCI, Mr. Carlucci, charged certain Agency management officials with responsibilities for the Phase II implementation plan for the Uniform Guidelines on Employee Selection.

2. As you recall from our briefing on this subject a few months ago, OP and OEEO have disagreed on one facet of Phase II implementation. This disagreement concerns the collection of statistics on assignments. The OP position is that, under the Agency comparative evaluation and promotion system, assignment to a position of higher grade than that of the employee is not a guarantee of promotion, and, thus selection for reassignment is not a decision that leads to promotion. Therefore, as assignment is not a selection decision in the context of the guidelines, statistics on this type of action need not be collected and evaluated. OEEO believes that decisions made on assignments, particularly those made through the Vacancy Notice System, are similar to those made in hiring applicants.

3. At the meeting you asked us to consider the possibility of providing assignment statistics on certain categories of personnel, e.g., senior secretaries. It is our recollection that it was thought senior secretaries probably were promoted shortly after reassignment and that at the very least, there was a perception, or an expectation, that a promotion would follow shortly after reassignment. In order to determine how many employees received promotions "shortly" after reassignment, we reviewed the statistics for employees promoted during the period 1 January 1980 through 31 August 1981. We found that only 9 percent of all the employees promoted during that period were reassigned to a new position within 90 days prior to the date of promotion. We chose 90 days simply as a best guess definition of "shortly." The highest percentage was in promotion from GS-14 to GS-15 where 12 percent of those promoted had been reassigned within 90 days prior to the promotion. Neither 12 percent nor 9 percent is considered significant.

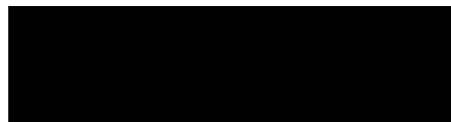
STATINTL

4. We cannot argue that it is not possible to collect and provide statistics on reassignments. [REDACTED] can do it for all reassignments and Professional Placement Branch (PPB) has been collecting such data on reassignments through the Vacancy Notice System for years, and continues to do so. PPB's data, however, is purely numerical and does not include the name of the selectee or his/her grade.

5. It is our conclusion that the original position taken by OP is proper; i.e., selection for assignment to a higher-graded position does not lead to promotion in the context of the Guidelines. We believe the statistics cited in paragraph 3 support this conclusion. We believe, further, that to provide statistics on even one category of employees as a compromise way of settling this issue would contradict our conclusions and would serve as "evidence" to support OEEO's contention. We recommend strongly, therefore, that we stand firm on our original position.

6. In order to resolve this impasse, if you agree with the foregoing, we suggest that a meeting with D/EEO be arranged to discuss this issue. We would hope that a decision could be reached at that time.

STATINTL



ROUTING AND RECORD SHEET

STATINT SUBJECT: (Optional)

Phase II Implementation of the Uniform Guidelines

FROM

i
 Chief, Policy and Programs Staff/OP
 1006 Ames

EXTENSION

NO.

DATE

16 December 1981

STATINTL

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/OP/PA&E
 1006 Ames

17/16

B

2.

3. EA/D/OP
 5E58 Hqs

4.

5.

DD/OP

6.

7.

D/OP

8.

9.

10. C/P&PS
 1006 Ames

11.

12.

13.

14.

15.

*Jim: We have
 a team D/E&O -
 suggest Pete
 and Irene deal
 with him first
 to get him to
 agree. We can
 weigh in later,
 if needed.*

- 3

you
JK